

**ANALYSIS OF EMPLOYEE WELFARE**

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**ABSTRACT**

The present study entitled “Analysis of Employees Welfare” undertaken with a view to analyze the gap between promise and performance aims at unearthing the strengths and weakness of the welfare measures that is prevalent in the organization that sponsored this project work. Since organizations exist to achieve goals. The degree of success that individual employees have in reaching their individuals goals is important in determining organizational effectiveness. People are entitled to be treated as full human beings with personal needs, hopes and anxieties. They are employed as people and bring themselves to work but cannot readily leave their troubles at home without solution to them in sight.

**Keyword:** - Employee welfare, Performance and important.

**INTRODUCTION**

Employee welfare is a term including various services, benefits and facilities offered to employees by the employers. The welfare measures need not be monetary but in any kind/forms. This includes items such as allowances, housing, transportation, medical insurance and food. Employee welfare also includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease,

accident and unemployment for the workers and their families. Through such generous benefits the employer makes life worth living for employees.

Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not to be in monetary terms only but in any kind/forms. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. Labor welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries.

### **IMPORTANCE OF EMPLOYEE WELFARE**

As a business, you have to provide various benefits to ensure your employees' welfare. While this may increase your business expense and negatively affect your bottom line, looking after your employees will benefit you in other ways.

### **EMPLOYEES MOTIVATION**

By providing a plan that's good for employees' welfare, you show them that you value them. This can help make them feel welcome and happy in your company, motivating them to work harder. If your health plan has wellness coverage and preventative care, employees are more likely to stay healthy, cutting down on absenteeism and sick days.

### **EMPLOYEES' WELL-BEING**

For companies that have a large base of employees working under stressful conditions or living away from family, it is important to look at fostering personal happiness and professional growth. Investing in employees pays dividends in terms of higher productivity and greater loyalty

### COMPANY IMAGE

Providing a good employee welfare plan reflects well on your business, building a good company image. It may even earn you some press coverage, giving you free publicity to improve awareness among potential customers. This may boost your sales and increase your profits.

### REVIEW OF LITERATURE

P.L. Rao, in his<sup>3</sup>Labour Legislation in the Making', opines that professional bodies like National Institute of Personnel Management should constitute a standing committee to monitor the proceedings in the Parliament regarding the labour welfare measures.

Cooperative Unionism and Employee Welfare' by Michael R. White, (University of Westminster - Policy Studies Institute), Industrial Relations Journal, Vol. 36, No. 5, pp. 348-366, September 2005. Using British national survey data, this article assesses the impact of unions on management practices to reduce labour costs, implement high-performance work systems, and make employee welfare provisions. Relative to non-union workplaces, those with unions are found to have practices which are consistent with 'mutual gains' outcomes.<sup>3</sup>Staff development and employee welfare practices and their effect on productivity'.

Ghana Library Journal Vol. 19 (1) 2007 pp. 83-96Staff development and employee welfare are valuable assets in an organization since an organization's primary aims are productivity and profitability. Every organization primarily needs committed and dedicated staff that will help the organization to meet its tactical and strategic objectives. The study examines whether staff development policies exist in three special libraries in Ghana, and whether training programmers are being offered to increase staff competence, efficiencies and performance. It was also aimed at assessing staff welfare practices and how these affect productivity and performance. In conducting the survey, two sets of questionnaires were drawn up. One set was administered to management and the other set went to Library staff. The survey revealed that all the Organizations under study have staff development policies and training programmers for staff to enhance their capabilities and efficiency. Again, the survey revealed that staff welfare is

catered for since several motivational avenues and incentive packages are available to boost their morale.

### **NEED OF THE STUDY**

1. To know about the Constitutional provisions.
2. To find whether Labor welfare helps in providing good industrial relations.
3. To know about the employees satisfaction towards welfare measures.
4. To find out the facilities entitled by employees.

### **IMPORTANCE OF THE STUDY**

1. It helps in improving recruitment.
2. Employers get stable labor force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation.
3. It improves moral & loyalty of workers.
4. It reduces labor turnover & absenteeism.
5. It helps in increasing productivity & efficiency by improving physical & mental health.
6. It helps in improving industrial relation & industrial peace.

### **SCOPE OF THE STUDY**

1. The present study has been undertaken to study find out effectiveness of employee welfare.
2. To find out the practical difficulties involved in welfare measures that can be evaluated through this study.
3. The study can be used to bring out the solution for the problem faced by the employees availing the welfare measures.
4. Through the study, company would be able to know the satisfaction level of employee on welfare measures.

**OBJECTIVES OF THE STUDY**

1. To provide better life and health to the workers make the workers happy and satisfied.
2. To relieve workers from industrial fatigue and to improve intellectual, cultural and material conditions of living of the workers.
3. To know their satisfaction towards the welfare measures.
4. To understand how welfare measures improve the motivation of the Employees.
5. To find out employees preference regarding welfare measures which they like to have in future.

**FEATURES OF EMPLOYEE WELFARE**

1. Employee welfare is a comprehensive term including various services, facilities and amenities provided to employees for their betterment.
2. Welfare measures are in addition to regular wages and other economic benefits available to employees under legal provisions and collective bargaining.
3. The basic purpose of employee welfare is to improve the lot of the working class and thereby make a worker a good employee and a happy citizen.
4. Labor welfare schemes are flexible and ever-changing. New welfare measures are added to the existing ones from time to time.
5. Welfare measures may be introduced by the employers, government, employees or by any social or charitable agency.
6. The purpose of labor welfare is to bring about the development of the whole personality of the workers to make a better workforce.

**DEVELOP AN EFFECTIVE EMPLOYEE WELFARE PROGRAM**

1. Conduct employee surveys to understand their needs and expectations
2. Indentify key areas of building skills and engagement and facilitating trainings for the same
3. Propose solutions for personal upkeep, family uplifting and future security
4. Create opportunities for greater synergies between the management and employees

5. Conduct impact assessments and feedback surveys

### **THE IMPORTANT BENEFITS OF EMPLOYEE WELFARE**

1. They provide better physical and mental health to workers and thus promote a healthy work environment.
2. Facilities like housing schemes, medical benefits, and education and recreation facilities for workers' families help in raising their standards of living. This makes workers to pay more attention towards work and thus increases their productivity.
3. Employers get stable labor force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation.
4. Employee welfare measures increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace.
5. The social evils prevalent among the labors such as substance abuse, etc are reduced to a greater extent by the welfare policies.

### **PRINCIPLES OF EMPLOYEE WELFARE SERVICE**

1. The service should satisfy real needs of the workers. This means that the manager must first determine what the employee's real needs are with the active participation of workers.
2. The service should such as can be handled by cafeteria approach. Due to the difference in Sex, age, marital status, number of children, type of job and the income level of employees there are large differences in their choice of a particular benefit. This is known as the cafeteria approach. Such an approach individualises the benefit system though it may be difficult to operate and administer.
3. The employer should not assume a benevolent posture.
4. The cost of the service should be calculated and its financing established on a sound basis.
5. There should be periodical assessment or evaluation of the service and necessary timely on the basis of feedback.

**SUGGESTIONS**

1. The Management has to improve the quality and adequate items of the food which is one of the most important basic amenities and it helps to satisfy the employees.
2. The Number of spittoons provided at the work place is not sufficient, so the company has to increase the number of spittoons which keeps the environment clean.
3. Rest room facility has to be sufficiently provided.
4. Housing facility can be improved.
5. Adequate number of first aid appliances has to be provided

**CONCLUSION**

Employee welfare measures are advocated to maintain a strengthen manpower both physically and mentally. The study of various welfare measures brings in to light that the present measures taken by the company. The improvement in working condition are suggested to improve effectiveness of the employee welfares measures like canteen facility, drinking water, spittoons, rest rooms and housing facilities which in turn would build the morale and increase the productivity of the employees.

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